



State Board of Nursing

Fiscal Year 2017 Annual Report

July 1, 2016-June 30, 2017



State Board of Nursing

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**This Fiscal Year 2017 Annual Report is
respectfully submitted to:**

**The Honorable Governor,
Eric R. Greitens**

Chlora Lindley-Myers, Director
Department of Insurance, Financial Institutions and Professional Registration

Kathleen (Katie) Steele Danner, Director
Division of Professional Registration

**and
Members of the Nursing Profession and the Public**

The mission of the Missouri State Board of Nursing is to protect the public's health and safety through regulation of nursing education, licensure and practice.

Missouri State Board of Nursing

Board Members FY 2017



**Mariea Snell, DNP, MSN, RN,
FNP-BC, President**



**Anne Heyen, DNP, RN, CNE,
Vice President**



**Alyson Speed, LPN,
Secretary**



**Adrienne Anderson Fly, JD,
Public Member**



**Roxanne McDaniel, PhD,
RN, Member**



**Rhonda Shimmens, RN-C,
BSN, MBA, Member**

FY 2017 Board of Nursing Executive Team

Lori Scheidt, MBA-HCM, Executive Director
Elizabeth Willard, BA, Executive Assistant
Quinn Lewis, BS, Director of Enforcement
Janet Wolken, MBA, RN, Director of Compliance
Debra Funk, BSN, RN, Director of Practice
Angela Marmion, JD, General Counsel
Angie Morice, Director of Licensure
Ingeborg “Bibi” Schultz, MSN, RN, Director of Education

FY 2017 Board of Nursing Team Members

Administration

Jennifer Brendel, Office Support Assistant
— *through 11/17/16*
Gretchen Ihms — *effective 1/23/17*

Investigations

Tamra Jenkins, Investigator I—*through 6/08/17*
Investigator II—*effective 6/09/17*
Marvin McCrary, Investigator II
Eric Weddle, Investigator II
Dean France, Investigator II
Arthur Brown, Investigator II—*through 5/19/17*

Education

Ryan House, MSN, RN, Education Compliance Officer
Mallory Ainsworth, Paralegal

Practice

Megan Thomas, Processing Tech III

Discipline

Valerie Groose, Paralegal

Legal

Kristi Gilpin, Senior Paralegal
Ian Hauptli, Associate General Counsel
Sabrina Basinger, Associate General Counsel

Licensure

Michelle Cartee, Licensing Supervisor
Rita Juergens, Processing Tech III

Processing Technicians

Ashley Schulte
Lisa Yoder—*through 11/18/16*
Ashley Williams
Whitney Yancey
Kassidy Kliegel
Kirstan Chambers—*effective 2/07/17*

Highlights of Fiscal Year 2017

The mission of the Missouri State Board of Nursing is to protect the public's health and safety through regulation of nursing education, licensure, and practice. In FY2017, the Board worked diligently to improve services and strengthen programs for public protection. Highlights of the Board's work are listed below:

Education

- **Continued recognition of the Missouri State Board of Nursing by the U.S. Department of Education as an approval agency for nurse education** for four years. The Board has had this recognition since 1970 and received continued recognition on May 25, 2017. The Board is currently one of five Boards across the country that has this recognition.
- Approved the **Air Force Nursing Services Practical Nurse (PN) Training Program – Basic Medical Technician Corpsman Program (BMTCP) 4N051/4N071 (4N training program)** on March 22, 2017.
- Developed and promulgated **Veteran's Bridge program rules** to foster completion of the practical nurse curriculum for service members with education, training and service in the medical field.
- Provided grant funding to professional nursing under the **Board's Nursing Education Incentive Program**. The State of Missouri established, through legislative action and appropriation of funds, the "Nursing Education Incentive Program" in order to increase the physical and educational capacity of nursing education programs in Missouri. In 2016, \$979,620 was awarded. In 2017, \$810,221 was awarded for a total of \$1,789,841 for the FY2017.
- The Board negotiated/succeeded in **program closure of three (3) underperforming nursing programs**.
- Held the **Innovative Best Practice (IBP) in Nursing Education Conference** on April 7, 2017. This conference is co-sponsored by the Missouri State Board of Nursing with State Fair Community College. This year's conference was the third annual IBP conference. There were 127 nurse educators from all levels of nursing education present. Presenters, most of them nurse educators from different areas of the state, readily shared their expertise without monetary compensation which made it possible to offer this valuable experience without cost to educators.
- **95.8% employers and 100% of educators** in Missouri indicated the board of nursing's guidelines and regulations regarding supervision of student nurses are adequate to assure safe and competent care.

Compliance

- Explored development of an **alternative to discipline program** to remove impaired nurses from practice in a more timely fashion and increase public protection. A legislative request to pursue this program was approved by the board.
- Successfully implemented the board's approved **drug testing web based check in system** for licensees requiring drug testing.
- Held board committee meetings every two weeks followed by full board mail ballots to ensure timely resolution of complaints. **Twenty-two Consumer Protection Conference Calls** were held in FY2017.

Investigations

- Missouri resolved cases on average in **3.2 months**.

Legal

- The board employs three attorney team members with a combined 43 years' experience. Below is a snapshot of legal team performance since attorneys were added to the in-office team:

	2008	2017	
Board Decisions	1,605	2,311	30% increase
Board Hearings	106	179	40% increase
RNs Licensed	87,798	105,014	16% increase
LPNs Licensed	24,646	25,478	7% increase
Contract Attorney Fees	\$184,143.32	\$17,069.11	91% reduction
Calendar Days to Complete a Case: From Receipt of Complaint to Final Resolution	284	95	67% improvement

Licensure

- Average days to issue a temporary permit to Registered Nurses was **4.05 days** and for Licensed Practical Nurses was **4.93 days**. This is calendar days; not business days.
- Answered **58,759 telephone calls**.
- Revised all applications for licensure to ensure that the process was streamlined and easily understood by applicants.
- Continued to use Nursys.com for license verification purposes. This improves customer service because nurses can request verifications online 24 hours a day and verifications are immediately available. Utilization of Nursys.com also strengthens our fraud prevention efforts. A total of **6,672** of Missouri nurses requested that their Missouri license be verified to another state and **2,601** nurses licensed in other states requested verification into Missouri.
- Continued to urge nurses and employers to enroll in Nursys e-Notify for many reasons. Enrollment in this system alerts the institution and/or nurse before a license expires and when it expires. Alerts are sent to the enrollee any time any discipline is attached to the enrolled license. For a nurse enrollee, this system can help prevent any fraudulent licenses or certificates being issued in the nurse's name. Missouri is a member of the nurse licensure compact. A multi-state license is tied to the nurse's primary state of residence. A change to a nurse's primary state of residence could change the multi-state license status. This system will notify the enrollee if that status changes. When a nurse submits a license renewal online, the license is not automatically renewed. This system notifies the enrollee when the license is renewed. This system pushes notification of changes to the enrollee rather than having to continually re-query the system. A total of **851 institutions accounting for 77,979 nurses** were enrolled in the institution e-Notify. A total of **55,959 (40.23%) of Missouri-licensed nurses** were enrolled in nurse e-Notify.

Practice

- The practice section performed **28 presentations** about the Missouri Nurse Practice Act and the Board of Nursing. Of those, 14 presentations were to schools of nursing, four were to community RN groups, five were to school nurse groups, and five were to other organizations.
- Continued to provide timely in-person responses to hundreds of email and phone inquiries.
- Continued to build and reinforce relationships with other health care related state agencies and associations/organizations.

Operations

- 91% of nurses, 100% of employers, and 100% of nurse educators in Missouri indicated the timeliness of the response on an email inquiry as excellent or good.

Leadership

Bibi Schultz, Director of Education

- Multi-State Collaborative on Military Credit (MCMC). Term runs from June 1, 2015 through October 31, 2017.
- Midwestern Higher Education Compact's (MHEC) Midwestern State Authorization Reciprocity Agreement (M-SARA) Regional Steering Committee.
- NCSBN Nursing Education Outcomes and Metrics Committee. Terms runs September 2016 through August 2018.

Lori Scheidt, Executive Director

- Elected to the National Council of State Boards of Nursing's (NCSBN) Board of Directors for a two year term beginning august 2016.
- Served on the enhanced nurse licensure compact model rules and bylaws workgroup.
- Received the NCSBN Meritorious Service Award.
- Finished a four year term as Vice-Chair of the Nurse Licensure Compact Administrators.

Workforce

- Added the workforce data elements to Nursys e-Notify so workforce related information can be provided by the nurse during license renewal. This information is used for the purposes of nursing workforce research. A total of 55,959 (40.23%) of Missouri-licensed nurses were enrolled in nurse e-Notify.
- Entered into a contract with the Office of Social and Economic Data Analysis at the University of Missouri – Columbia to conduct research on Missouri's healthcare workforce by collecting and analyzing healthcare workforce data regarding nurses licensed by the board of nursing.

Education Statistics

Nursing Programs

In FY 2016 there were 104 schools in the State of Missouri with approval to provide nursing education leading to initial licensure. The schools included 43 Practical Nursing programs, 33 Associate Degree programs, 1 Diploma program, and 27 Baccalaureate Degree programs.

Missouri Practical Nursing Programs

Full Approval Unless Otherwise Specified

Air Force Nursing Services—3/22/17
Applied Technology Services—South County
Applied Technology Services—MET Center
Bolivar Technical College
Cape Girardeau Career and Technology Center
Carthage Technical Center
Cass Career Center
Clinton Technical School
Columbia Public School
Concorde Career College
Franklin Technology Center
Hannibal—LaGrange University PN Program
Hillyard Technical Center
Jefferson College Bi-level Program
Kirksville Area Technical Center
Lex La-Ray Technical Center
Metropolitan Community College—Penn Valley
(*Conditional Approval*)
Mineral Area College
Moberly Area Community College
Moberly Area Community College—Mexico
Nevada Regional Technical Center
North Central Missouri College—Trenton

North Central Missouri College—Maryville
North Central Missouri College—Bethany
Northland Career Center AVTS—*closed 6/30/17*
Ozarks Technical Community College—Lebanon
Ozarks Technical Community College—Table Rock
Ozarks Technical Community College—Springfield
Pike-Lincoln Technical Center
Poplar Bluff Technical Career Ctr.
Rolla Technical Center
Saline County Career Center
Sikeston R-6
South Central Career Center
St. Charles Community College
St. Louis College of Health Careers
State Fair Community College—Sedalia
State Fair Community College—Eldon Satellite Site
State Technical College of Missouri
Texas County Technical College
Three Rivers Community College—Kennett
Warrensburg Area Career Center
Washington School of Practical Nursing
Waynesville Career Center

Missouri Associate Degree Programs

Full Approval Unless Otherwise Specified

Bolivar Technical College
Brown Mackie College—*closed 5/26/17*
Columbia College (*Closing*)

Columbia College—Lake Ozark (*Closing*)
Cox College
Crowder College—Cassville

Crowder College—McDonald County
 Crowder College—Neosho
 Crowder College—Nevada
 East Central College—Rolla
 East Central College—Union
 Hannibal La-Grange University
 ITT Technical Institute (*Closed 9/6/16*)
 Jefferson College Bi-Level Program
 Lincoln University—Fort Leonard Wood
 Mercy College of Nursing and Health Sciences SW
 Baptist University
 Metropolitan Community College—Penn Valley
 Mineral Area College
 Missouri State University—West Plains
 Moberly Area Community College—Moberly
 Moberly Area Community College—Kirksville
 Satellite Site
 Moberly Area Committee College—Mexico Satellite
 Site

National American University (*Closing*)
 North Central Missouri College
 North Central Missouri College—Maryville
 Ozarks Technical Community College
 Park University (*Closed 7/5/17*)
 Southeast Missouri Hospital College of Nursing and
 Health Sciences
 St. Charles Community College
 St. Louis Community College—Florissant Valley
 St. Louis Community College—Forest Park
 St. Louis Community College—Meramec
 State Fair Community College—Sedalia
 State Fair Community College—Eldon Satellite Site
 Texas County Technical College
 Three Rivers Community College—Poplar Bluff
 (*Conditional Approval*)
 Three Rivers Community College—Sikeston satellite
 site (*Conditional Approval*)

Missouri Baccalaureate Degree Programs

Full Approval Unless Otherwise Specified

Avila University (*Conditional Approval*)
 Blessing-Rieman College of Nursing
 Central Methodist University
 Central Methodist University—Columbia Satellite Site
 Chamberlain College of Nursing
 College of the Ozarks
 Columbia College (*Initial Approval*)
 Cox College
 Cox College—Cabool Satellite Site
 Goldfarb School of Nursing at Barnes-Jewish College
 Graceland University School of Nursing
 Lincoln University
 Maryville University
 Missouri Baptist (*Initial Approval*)
 Missouri Southern State University

Missouri State University Springfield
 Missouri Valley College (*Initial Approval*)
 Missouri Western State University
 Park University (*Initial Approval*)
 Research College of Nursing
 Southeast Missouri State University
 St. Louis University
 St. Luke's College of Health Sciences
 Truman State University
 University of Missouri—Columbia Sinclair School of
 Nursing
 University of Missouri—Kansas City
 University of Missouri—St. Louis College of Nursing
 University of Central Missouri
 William Jewell College

Missouri Diploma Programs

Full Approval Unless Otherwise Specified

Lutheran School of Nursing

NCLEX® EXAMINATION RESULTS

Calendar Year 2016

Appointments for taking the National Council Licensure Examination (NCLEX®) for Registered Nurses and Licensed Practical Nurses are authorized by the Board.

	Number taking the test for the first time.	Number that passed	Percentage that passed
U.S. RNs	157,206	132,938	84.56%
Missouri RNs	3,931	3,361	85.50%
U.S. LPNs	47,345	39,626	83.70%
Missouri LPNs	1,140	1,014	88.95%

Licensure Statistics (7/1/2016-6/30/2017)

	Registered Nurse	Licensed Practical Nurse
Licensure by Examination (includes nurses not educated in Missouri)	4,055	1,119
Licensure by Endorsement	2,391	264
Licensure by Renewal of a Lapsed or Inactive License	1,368	515
Number of RNs & LPNs holding a current nursing license in Missouri as of 6/30/2016	103,410	24,049

There were 1,099 new Advanced Practice Registered Nurse (APRNs) recognized in Fiscal Year 2017.

There were 9,456 APRNs recognized as of 6/30/2017.

There were 315 APRNs granted Controlled Substance Prescription Authority in FY2017.

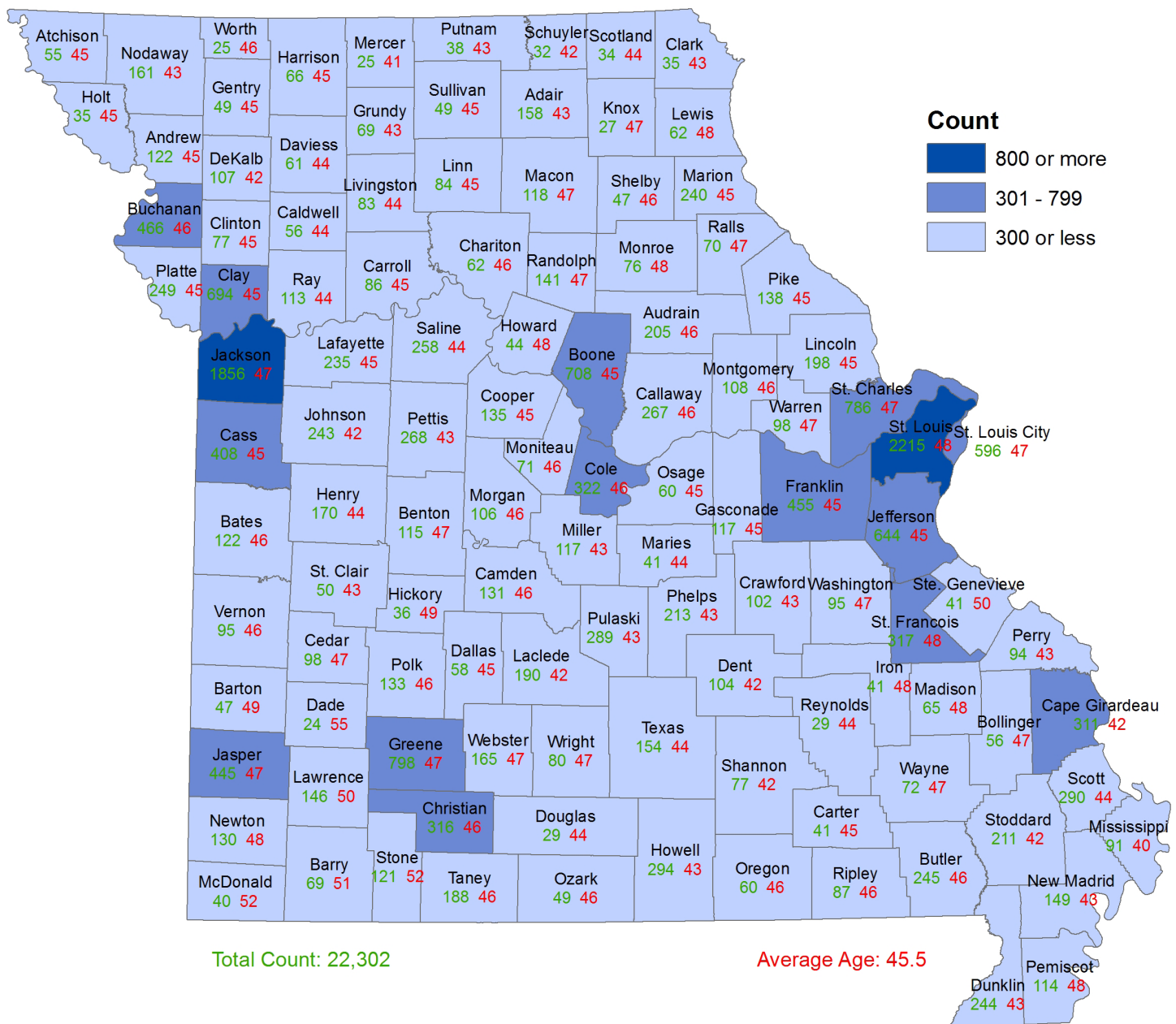
There were 1,646 APRNs with Controlled Substance Prescription Authority as of 6/30/2017.

Average Age of Nurses

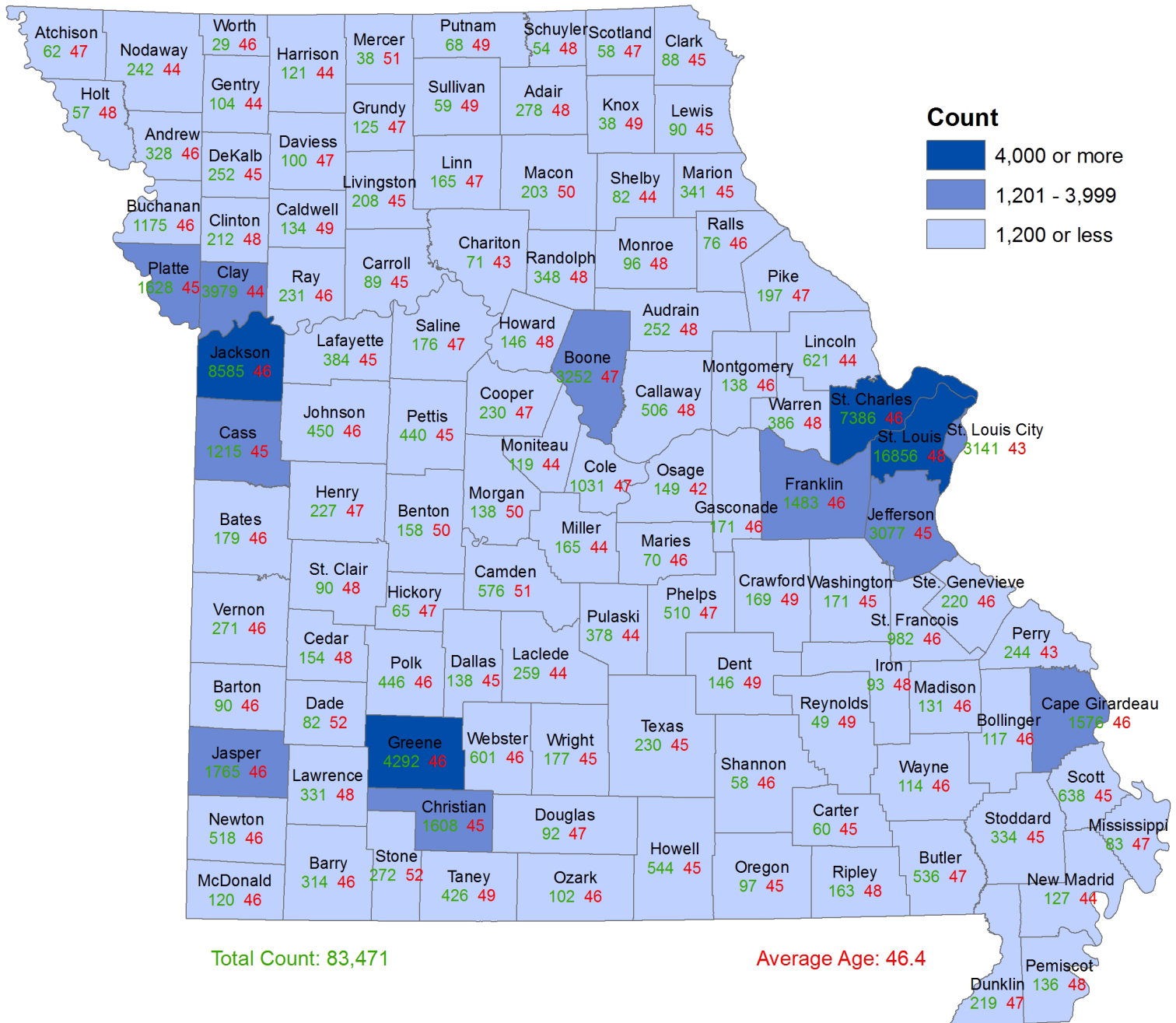
The average age of nurses continues to stay about the same. This is based on all nurses licensed in Missouri, regardless of where they reside.

The following three maps depict the average age by county and the count of the number of nurses in each county that had a current Missouri nursing license and Missouri address as of July 1, 2017.

Missouri Licensed Practical Nurses

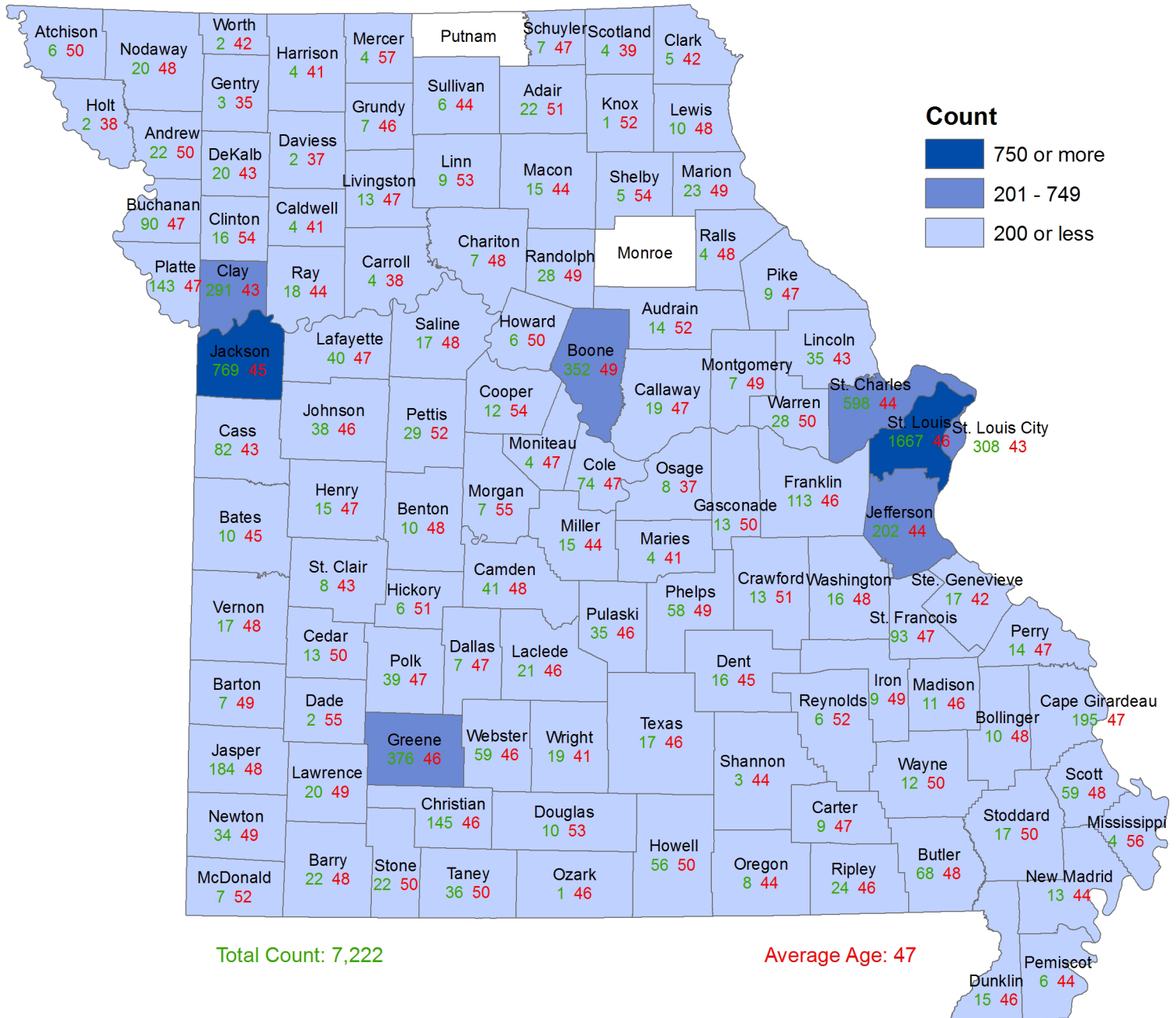


Missouri Registered Nurses



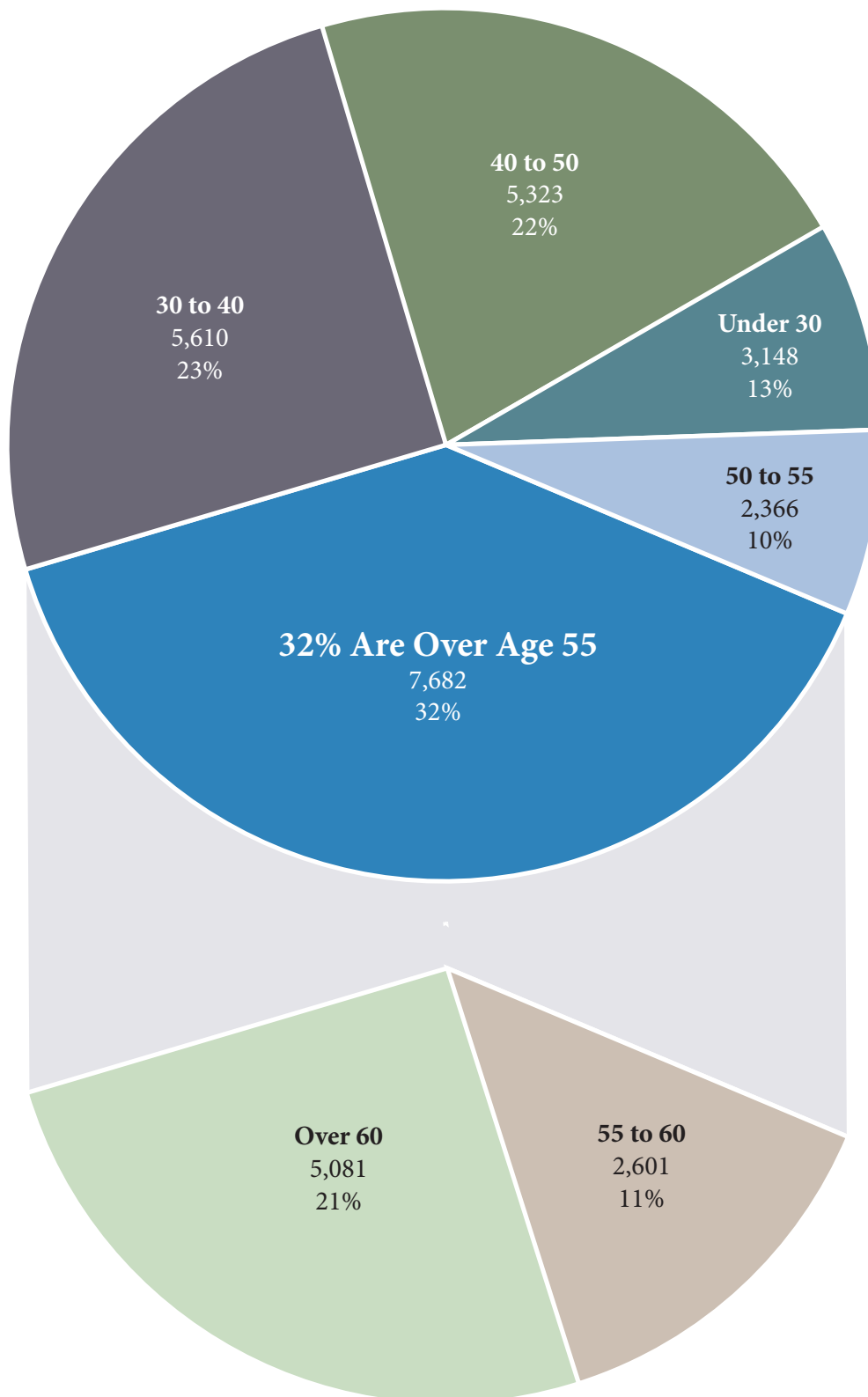
Source: Missouri State Board of Nursing - 2017

Missouri Advanced Practice Registered Nurses

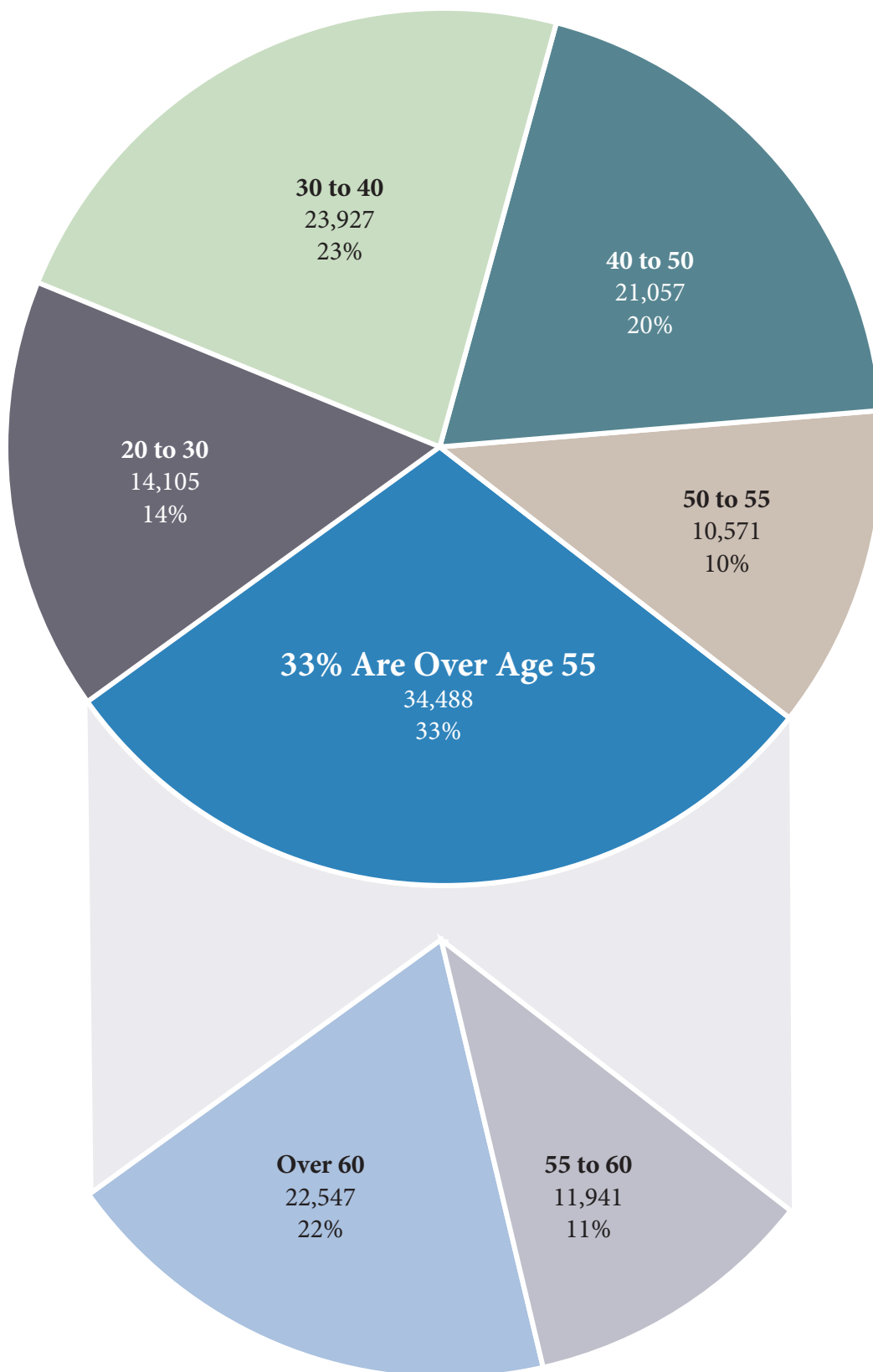


Source: Missouri State Board of Nursing - 2017

Licensed Practical Nurses Age Distribution



Registered Nurse Age Distribution



Disciplinary Actions

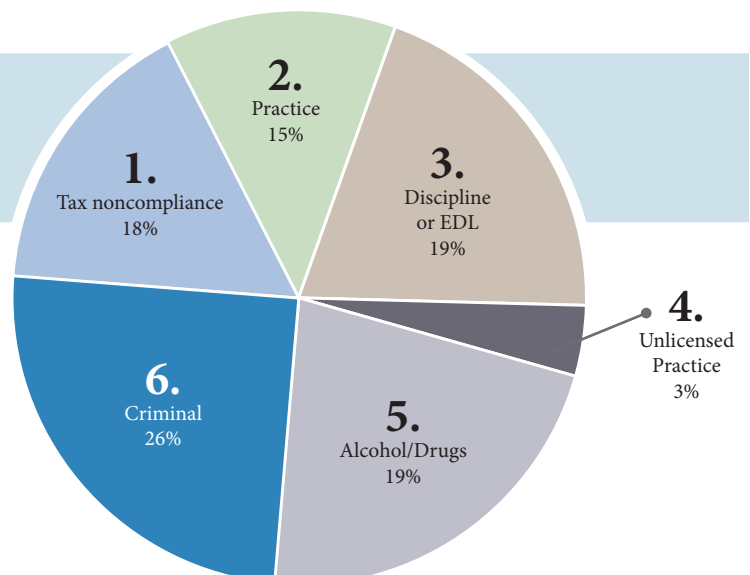
Complaints are received from many sources, both mandatory reporters (hospitals, ambulatory surgical centers, temporary nursing staffing agencies, nursing homes, nursing facilities as defined in Chapter 198, or any entity that employs or contracts with licensed health care professionals to provide health care services to individuals) and others (employers, public, etc.) All complaints that are filed against the license of a nurse are reviewed to determine what action should be taken by the Board. Following an investigation into the matter, the Board may either pursue disciplinary actions or non-disciplinary actions. The latter includes taking no action or issuing a letter of concern for the conduct. If the Board determines disciplinary action is appropriate, one of the following disciplinary actions may be pursued: censure, probation, suspension, and/or revocation. The Board may also accept a voluntary surrender of a license, which may or may not be deemed disciplinary action.

Hearings

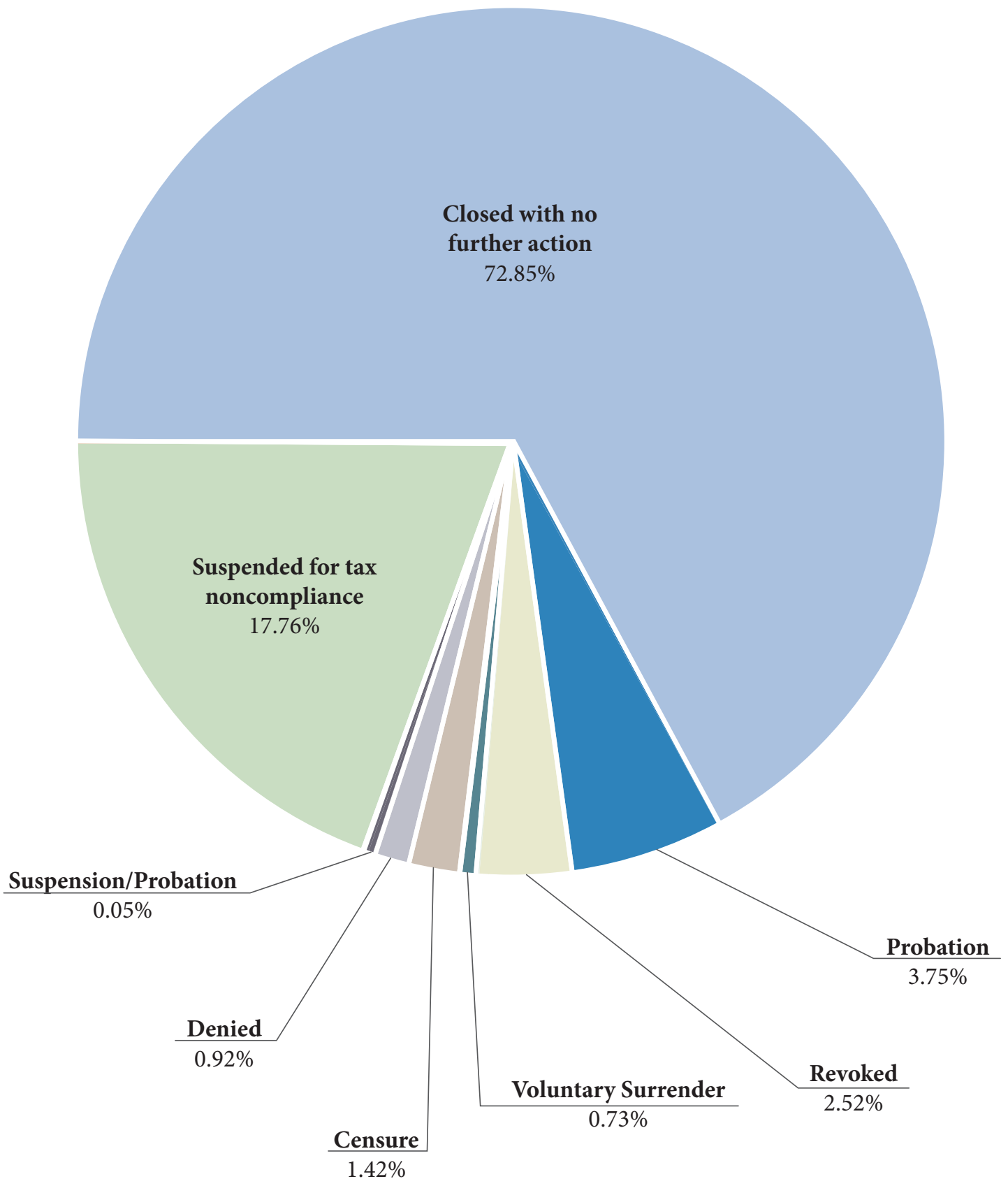
The Board has the authority to conduct three types of hearings: disciplinary after the Administrative Hearing Commission (AHC) has determined there is cause for discipline; disciplinary when the Board receives a certified copy of a sentence and judgment in a criminal proceeding, receives discipline from another state, or receives certified records finding the licensee has been judged incapacitated or disabled; and probation violation. When the Board determines to pursue disciplinary action, a settlement agreement is generally offered. If the licensee does not agree with the settlement agreement, the matter is filed with the AHC to determine if there is cause to discipline the license of the nurse. If the AHC determines there is cause, a disciplinary hearing before the Board is conducted to determine what disciplinary action should be taken. In FY 2017, 69 disciplinary hearings were conducted. Once a licensee has been placed on discipline, they are required to abide by the terms of the disciplinary agreement or Board order. If they do not, a violation hearing before the Board is conducted to determine what additional disciplinary action should be taken. In FY 2017, 58 violation hearings were conducted by the Board. If the Board receives certified court records of a criminal finding of guilt or incapacitation or disability or evidence of discipline from another state, the Board determines whether cause exists to discipline the license and if so, what, if any, discipline is appropriate.

Complaint Categories FY 2017

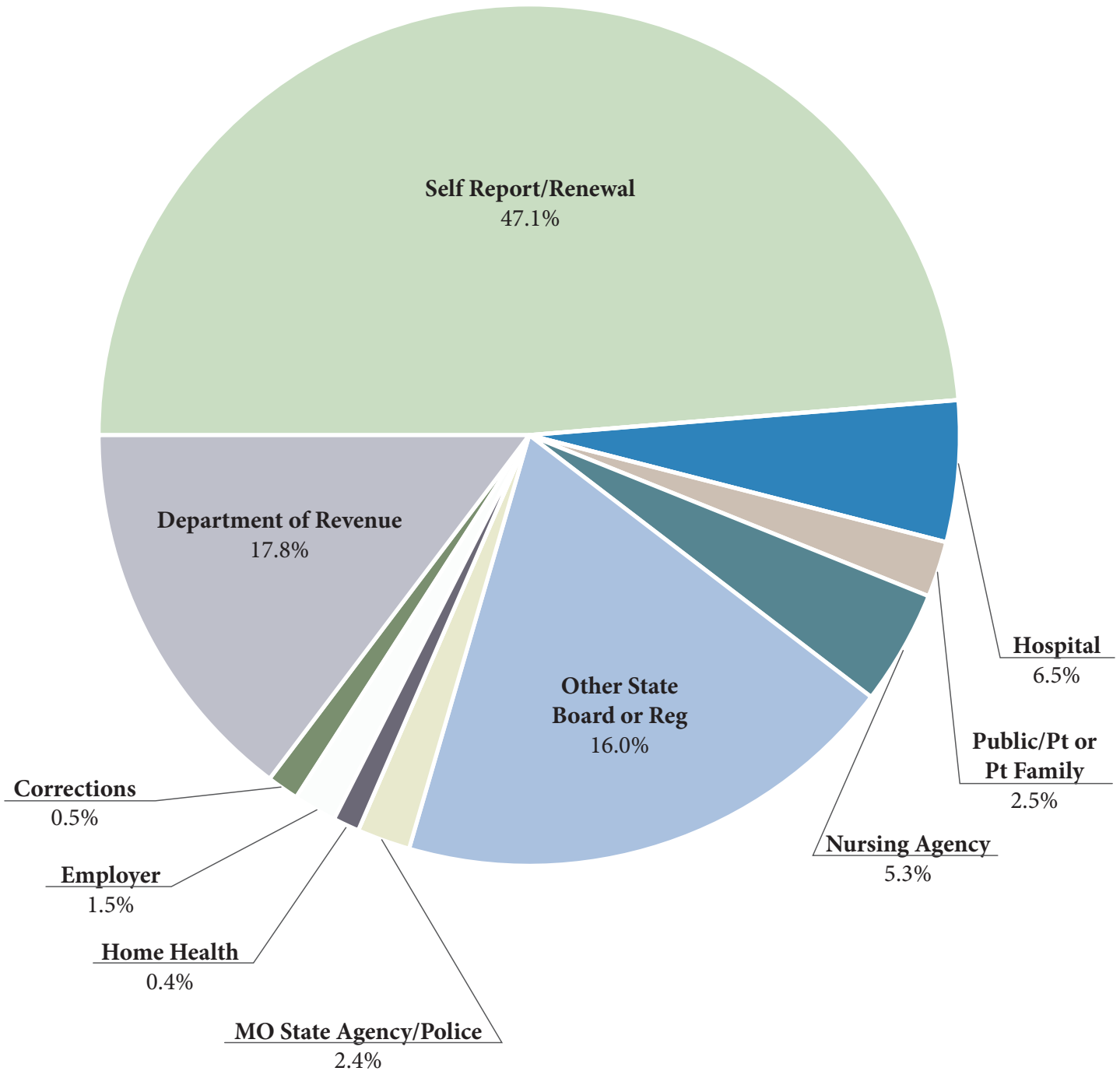
1. Tax noncompliance 18%
2. Practice 15%
3. Discipline or EDL 19%
4. Unlicensed Practice 3%
5. Alcohol/Drugs 19%
6. Criminal 26%



Final Actions FY 2017



Closed Complaints by Source FY 2017



Financial Information

The Board of Nursing operates solely on fees that are received from the licensees the Board regulates. The Board deposits all fees received in the state treasury and credits them to the State Board of Nursing. The Legislature then appropriates money from the fund to the Board of Nursing each year to pay all administrative costs and expenses of the Board.

Revenue & Expenses

Beginning Fund Balance	\$9,147,352.39
Total Revenue Received	\$5,777,506.82
Total	\$14,924,859.21

Actual Operating Expenses—FY 2017

Amounts below represent actual amounts utilized including transfers

Expenses & Equipment/Grants	\$434,925.51
Personal Services/Per Diem	\$1,198,908.19
Transfers (see Below)	\$1,547,978.70
Nurse Education Incentive Grant	\$1,789,841.00
Total Operating Expenses	\$4,971,653.40
Ending Fund Balance FY2016	\$9,953,205.81

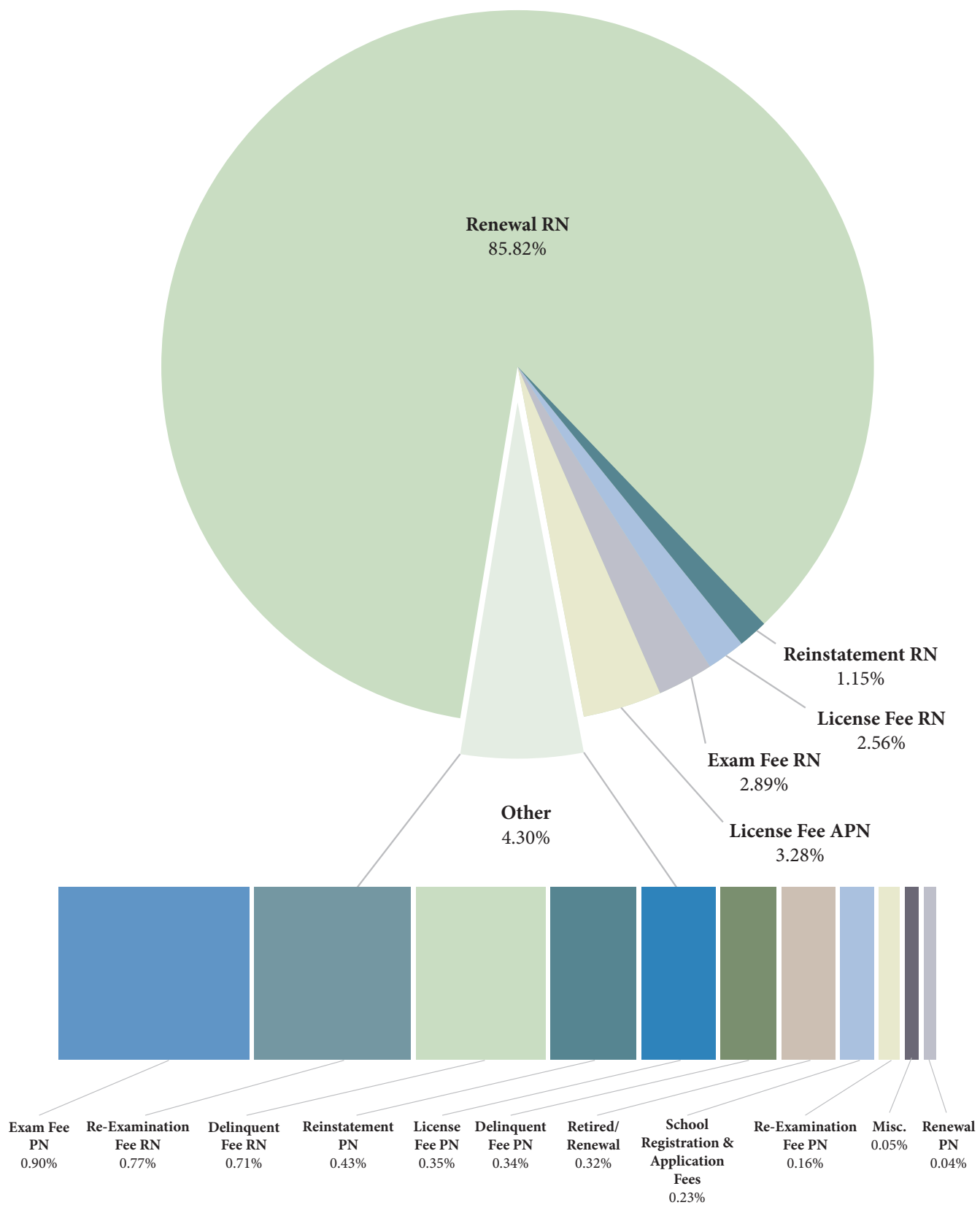
Nursing Fund Transfers

Transfers consist of monies that are transferred directly from the Board of Nursing fund to various funds and/or entities to pay for services and other operating costs that are not a part of the money that is appropriated to the Board for board specific expenses and equipment and personal services/per diem. These transfers occur each fiscal year but the amounts vary. Transfers in FY 2017 were as follows:

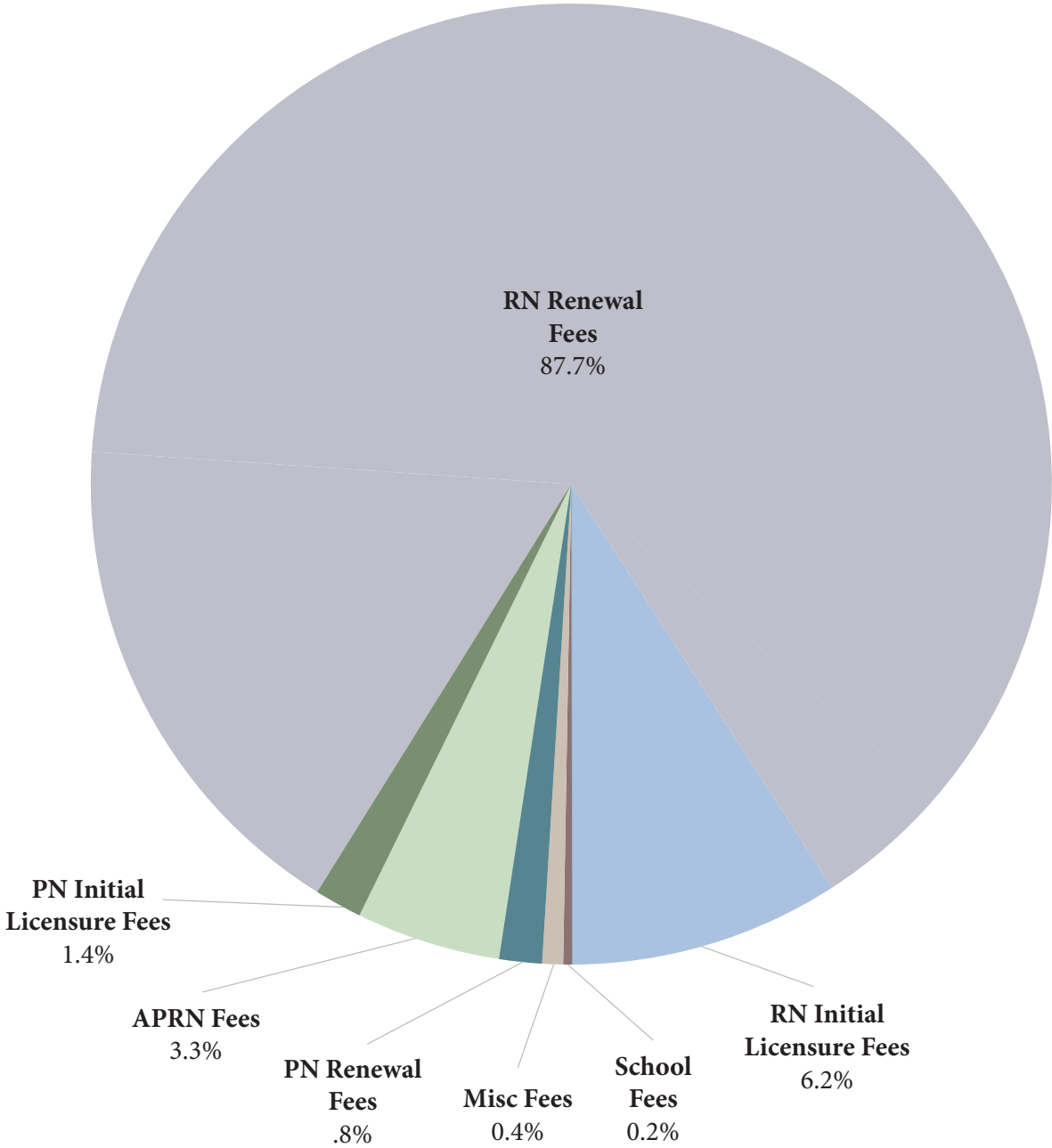
Nursing Fund Transfers

Rent	\$42,157.24
Fringe Benefits	\$566,984.14
DIFP	\$46,415.73
Refunds	\$1,131.55
Professional Registration	\$761,626.03
OA Cost Allocation	\$40,604.00
AG & AHC Transfers	\$80,192.18
Carryover Transfers	\$1,716.95
Unemployment	\$7,150.88
Total Transfers	\$1,547,978.70

Actual Revenue FY 2017



Source of Funds FY 2017



Use of Funds FY 2017

